



EMPLOYEE BENEFITS

Teton County, Idaho: January 2011

Employees working 30 hours or more per week receive an excellent benefit package. Insurance benefits start on the first day of the month following 30 days of employment. Paid Time Off and Long Term Illness benefits begin accruing at the start of the first pay period. For all benefits, a “day” is defined as 1/5 of the hours worked during a typical week, with a maximum of 8 hours. Teton County benefits currently include:

11 Paid Holidays*. New Year’s Day, Martin Luther King Day, Presidents’ Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran’s Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Day. (**When Christmas Eve falls on a Monday, Tuesday, Wednesday or Thursday, non-essential offices will close at 1 pm and all employees will receive an additional Christmas Eve half-day Holiday.*)

***Regence Blue Shield Medical Insurance.** Teton County pays 90% of the premium for employee medical insurance and 45% of the premium for employee dependent medical insurance. The County’s medical plan carries a \$500 deductible (\$1,500 per family). After the deductible is met, the County and Regence will pay 80% of services received from in-network providers until individual reaches \$2,900 in out-of-pocket expenses, or family reaches \$8,700 in out-of-pocket expenses. After the out-of-pocket amount is met, the County and Regence pay 100% up to a \$2,000,000 annual maximum. The plan includes prescription, maternity, and 100% upfront coverage for services coded by Providers as wellness or preventive, which are accepted as such under County Plan.

***Met-Life Dental Insurance.** Teton County pays 100% of the premium for employee dental insurance. This insurance pays 100% of the cost of semi-annual preventive dental visits, including x-rays, teeth polishing and fluoride; 80% of basic dental services such as root canal treatment, periodontics, periodontal maintenance, relining of dentures; 50% of major dental services such as crowns, inlays and onlays. There is no deductible for preventive dental visits and a \$50 deductible for “basic” and “major” dental services. The family deductible is \$150. The annual maximum benefit is \$1,000.

Hartford Life Insurance. Teton County pays 100% of the premium for \$20,000 worth of Life Insurance/Accidental Death or Dismemberment Insurance for every qualified employee. Employees can increase this amount to \$50,000 for \$6.90 per month. Employees wishing additional life insurance coverage for themselves and/or their spouse and children may purchase a reasonably-priced Supplemental Plan.

Retirement. Teton County employees belong to PERSI (Public Employees Retirement System of Idaho). PERSI is funded through a combination of employee and employer contributions as specified by the state. Employees contribute 6.23% of their gross salary while Teton County contributes 10.39%. (Sheriff’s deputies contribute 7.65% while Teton County contributes 10.73%.) This means that for every \$100 in gross salary, an employee receives an additional \$10.39 worth of retirement benefits (\$10.73 for sheriff’s deputies). Employees become fully vested in PERSI after 5 years.

Paid Time Off (PTO). Employees who have worked for the county for up to 5 years receive 13 days of PTO each year. Employees who have worked for the county more than 5 years receive 17 days of PTO each year and those with over 10 years of service receive 21 days PTO.

Long Term Illness (LTI). Employees who have worked for the county for up to 5 years receive 3 days of LTI each year. Employees who have worked for the county more than 5 years receive 5 days of LTI each year and those with over 10 years of service receive 7 days LTI. LTI may be used after an injury or illness (to an employee or a member of the employee’s immediate family) causes the employee to miss more than 2 days of work. LTI hours may also be used for bereavement.